



# TRANSMITTER

## LOCAL 3902



Volume 29, Number 7

Birmingham, Alabama

July, 2010

*Official Publication of Local 3902, Communications Workers of America – AFL-CIO*

# PRESIDENTIAL

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Dear Brothers and Sisters,

On May 28, 2010, CWA & AT&T Mobility ratified their contract. 68% voted yes and 32% voted no.

These are some of the highlights:

1. 4 year contract
2. \$500 signing bonus
3. Wage increase across the board at 2.75%, retroactive to March 26, 2010
  - 2.2% for 2011
  - 2.5% for 2012
  - 2.5% for 2013
4. Increase time to appealing grievances on the 2nd level from 15 days to 30 days
5. Increase on service pay from \$12,000 to \$16,000
6. Increase on 'on-call pay' from \$20 to \$30
7. Added management relief differential for opening and closing stores (key holder)

For CWA-ATT Interconnect Contract (DSL)

Bargaining began, Monday, June 21, 2010, in Dallas, Texas. The contract will expire at midnight, July 17, 2010.

There will be a rally held at the Local on, July 17th, time to be announced.

The bargaining team is made up of:

Chair	Bill Bates for AT&T headquarters
Co-Chair	Donna Bentley - CWA District 6
Team	Carrie Turner - Local 3411
	Linda Gonzalez - Local 9400
	Toni Bennett - Local 6215
	Derrick Blackwell - Local 4900

The Key issues are:

Wages, protecting and improving benefits, job security, protection against sub-contracting, improving scheduling and time off.

This group works at the City Center, Birmingham on the 11th & 12th floor.

Let us join together in wearing RED on Thursdays to show our support.

To get first hand updates, please check out the bargaining link at CWA Local 3902 web page [www.cwalocal3902.org](http://www.cwalocal3902.org).

In Unity,  
Rhonda Taylor, President

# EXECUTIVE'S

**D  
G  
E**

Negotiations were tougher last year than any time since the three week strike in 1983. AT&T has done nothing to make us think that it will be any easier next time. Our next round of bargaining will take place in only two short years. Listed below are a few things we must focus on keeping and in some cases improving. We won these as a union. We can only keep them as a union.

Without our union, AT&T could fire any or all of us at will and we would have no recourse. Alabama and most states have laws making them "at will" states. In other words, we work at the will of the employer. Only our union gives us rights, recourse and these benefits:

Time and a half/Sunday	Seniority rights	Job bidding
Shift selection	Overtime pay after 8 hours	Night differentials
Double time / 49 hours	Paid Holidays	Paid personal days
Pay for jury duty	Termination Pay	Grievance procedure
Short term disability	Long Term disability	Guaranteed Wage Increase
Medical Insurance	Dental Plan	Pay for military duty
Sick Pay	Life insurance	Retirement Plan
Moving allowance	SIPP	Paid Vacation
	Dignity in the workplace	

As a Central Office Electronic Tech in Network, I am excited by the recent union resurgence in the Network department. Our outside techs are waking up to the importance of a strong union. Others are as well. The more members we have, the more we can accomplish. The non-members weaken us and our bargaining position. **Sign them up.** It will take all of us working together to turn back AT&T's efforts to gut our contract. We've given back enough. It is time for AT&T to give. We earn it.

Steve Monk  
EVP



Communications Workers of America, AFL-CIO  
**THE COMMUNITY-MINDED UNION**

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# BAPCO

## Y T E S

### AT&T ADVERTISING SOLUTIONS (BAPCO)

"I will say of the Lord, (he is) my refuge and my fortress: my God; in him will I TRUST"  
Psalms 91:2

Well, BAPCO has come to the end of the journey as we know it. The doors will close, September 17, 2010.

We wish all of you well in your next journey. It has been our pleasure to work with all of you through the years. We have endured all of the ups and downs as families do. We have shared, cried and laughed together. But through it all, God has kept us!

Take care of yourselves,  
Wendy Cochran, VP  
Vernice Hill McCroey, Dept. Rep.

### NETWORK

As the new Network Vice President, I want to thank all of you for your support and I will work diligently with all network members. I will be working with the job stewards to get all of you more involved in this department. It will take all of us working as a team to deal with the many issues we are faced with.

I need your support in our efforts. TOGETHER we can make a difference.

Words of caution, do not sign anything without clearing it through the UNION.

B-MACK, VP

### CONSUMER/FINANCE/SM CUS

Vickie and I would like to thank Tracy Zortorres, Job Steward for Consumer, who was surplused in the 2nd quarter. She will be greatly missed.

If you are a rep in Consumer, please do not sale on the recap and fully negotiate the products and services. The company is now suspending reps for 5 days.

Ronald Reese, Departmental VP

### TRANSMITTER (LOCAL UNION NEWSLETTER) UPDATE!

IF YOU DO NOT WANT TO RECEIVE THE TRANSMITTER, OR IF YOU ARE RECEIVING MORE THAN ONE TRANSMITTER, PLEASE CALL THE LOCAL AT (205) 945-1979 AND LET YOUR REQUEST BE KNOWN.

REMEMBER, YOU CAN ACCESS OTHER LOCAL UNION INFORMATION AT:  
[WWW.CWALOCAL3902.ORG](http://WWW.CWALOCAL3902.ORG).

THANK YOU  
THE TRANSMITTER STAFF



## WIRELESS REPORT

Acting as Vice President for Jeneen has been a wonderful experience. From organizing to form a stronger union by increasing our membership, to bargaining with the company to gain better benefits, wages, upgrades and fair opportunities. I've learned exactly what the union does for us and how hard our officer's work to ensure we have the best AT&T has to offer its employees. I've learned that being in a union should not just consist of a deduction every two weeks on my paycheck. It's about standing together for a common cause. It's about family, dedication and devotion. Don't be a silent member. This is not a part-time job. Get your friends and fellow coworkers to join. Let them know that the fight isn't over. We still have a long way to go and this journey isn't an easy one alone. Thanks to everyone who sent suggestions and provided help during bargaining. Your prayers, words of encouragement and participation were greatly appreciated!!

In Unity,  
Andrell Hubbard-Acting VP

### "THANK YOU"

I would like to thank all for their support and vote during the election for The National Convention in Washington, D.C.

Rosie Dunbar  
CWA Local 3902  
Departmental Vice President

Thank you for all of your support and votes for electing us to attend The National Convention in Washington, D.C.

Celia Jones  
CWA Local 3902  
Departmental Vice President

Debora Lawson  
CWA Local 3902  
Departmental Rep.

## AT&T Southeast PARTNERSHIP Program for Represented Employees

### Program Overview

Available for AT&T Southeast represented employees (regular full-time and regular part-time who have 6 months of service), the Employment Security PARTNERSHIP supports employees in their efforts to enhance their personal growth and build job skills within and outside of the company.

Employees and their jobs will continue to be affected by technological developments and structural changes, therefore CWA and AT&T, realize the need for ongoing employee development, career preparations and career transition. The PARTNERSHIP Program is intended to benefit our employee body because we acknowledge that employees represent our best competitive advantage.

The PARTNERSHIP Program Includes:

- Employee Orientation Meetings
- Educational Assistance for degree programs, certificate programs and non-company courses
- Customized Courses
- Career Counseling & Assessment
- Correspondence / PC Courses
- Job Bank

All regular, active full-time and regular part-time employees with at least 6 months of net credited service are eligible to participate in the PARTNERSHIP Program.

If you are interested in classes through PARTNERSHIP, please contact me at the Local at (205) 945-1979 or email: [partnership@cwalocal3902.org](mailto:partnership@cwalocal3902.org)

Katrina Whitely,  
Partnership Field Representative



# S-A-F-E-T-Y

**“NO JOB IS SO IMPORTANT, NO SERVICE IS SO URGENT  
THAT WE CAN NOT TAKE TIME TO PERFORM OUR WORK SAFELY”**

***Safety  
Committee***

Johnny McCollum  
James Ehlers  
Claude L. Perry  
Walter Long

CWA Local 3902  
205.945.1979

From Your Safety Committee.....

This was an article I read some time ago and thought that it would be vital to all who travel to and from various destinations.....especially work.

This information is especially grateful to the technicians as they travel continuously in all sorts of weather.

**“GOOD VISION IN A DOWNPOUR”**

How to achieve good vision while driving during a heavy downpour.

It is not sure why it is so effective; just try this method when it rains heavily. This method was told by a Police friend who had experienced and confirmed it. It is useful....even driving at night.

Most of the motorists would turn on HIGH or FASTEST SPEED of the wipers during heavy downpour, yet the visibility in front of the windshield is still bad.....

In the event you face such a situation, just try your SUN GLASSES (any model will do), and miracle! All of a sudden, your visibility in front of your windshield is perfectly clear, as if there is no rain.

Make sure you always have a pair of SUN GLASSES in your car, as you are not only helping yourself to drive safely with good vision, but also might save your friend's life by giving him this idea..

Try it yourself and share it with your friends! Amazing, you still see the drops on the windshield, but not the sheet of rain falling.

You can see where the rain bounces off the road. It works to eliminate the "blindness" from passing semi's spraying you too.

This warning is a good one! I wonder how many people know about this~

TIP: NEVER DRIVE IN THE RAIN WITH YOUR CRUISE CONTROL ON. If the cruise control is on when your car begins to hydro-plane and your tires lose contact with the pavement, your car will accelerate to a higher rate of speed.

***If you're ever involved in this type of weather,  
try it out and give us your feed back.***

~ Be aware of your surroundings on and off the job ~



We welcome the following members to Local 3902. Whether you have just joined CWA or are transferring from another Local, we are glad to have you as members. See you at the next membership meeting!

**New Members For April**

**BST**

Samuel Morris New member

**DSL**

Belgee Chandner New member  
 Shawnsrae Mark New member  
 Melissa Shaw New member  
 Samantha Smothers New member  
 David L Tucker New member  
 James Webb New member  
 Marcus Wright New member

**MOBILITY**

Candace Albright New member  
 Christina April New member  
 Christian Ashford Reinstated  
 Valerie Bell New member  
 Ashley Billingsley New member  
 Ginger Birl Reinstated  
 Jessie Bruce New member  
 Alicia Bryant New member  
 Derrell Bryant New member  
 Marilyn Co New member  
 Victoria Cole New member  
 Rashad Dilaire New member  
 Requel Durr New member  
 Joseph Edwards New member  
 Jarvis Elder New member  
 Jennifer English New member  
 Krista Garrison New member  
 Lewis Gibbons New member  
 Shamara Gilcrest New member  
 Matthew Griffis New member  
 Brittney T Hall New member  
 Ericka Harville New member  
 Darren Hopkins New member  
 Cheqana Jervey New member  
 Shanel Joseph New member

Damon Kimbrough New member  
 Emily King New member  
 Saidah Knight New member  
 Courtney Laister New member  
 Jimmy Latner New member  
 Stephanie Lewis New member  
 Jalencia Martin New member  
 Linda Merkl New member  
 Christon Miles New member  
 Margo Mills New member  
 Juan Montgomery New member  
 Erica Morgan New member  
 Willie Murphy New member  
 Monica Naylor Reinstated  
 Jonathan Nettles New member  
 Darin Osburn New member  
 Bryan Palmore New member  
 Tara Parker New member  
 Kerri Patrick New member  
 Stacy Patton New member  
 Leander Payne New member  
 Loretta Perkins New member  
 Alvin Richardson New member  
 Franklin Sauls New member  
 Salimah Shamsuddin New member  
 Tara Shope New member  
 Natasha Steele New member  
 Tremeshia Thompson New member  
 Brandon Tripp New member  
 Kevin Whitt New member  
 Fredrick Young New member

**New Members For MAY**

**BST**

Billy Eubanks New member

**DSL**

Shekena Baldwin New member  
 Wash Coleman New member  
 Etosha Cook New member  
 Paul Crittenden New member  
 Antrice Ellington New member  
 Kareem Green New member  
 Angela Haynes New member  
 Ashley Heard New member  
 Beaunca Hicks New member  
 Mindi Patterson New member  
 Patreena Reed New member  
 Tenika Stokes New member  
 Tharessa Thomas New member  
 Brandi Williams New member  
 Sue Wilson New member  
 Ashley Woodyard New member

**MOBILITY**

Jacques Jackson New member  
 Jasmin Smith New member

**New Members For June**

**BST**

Kevin L Bouyer New member  
 Paul T Hodge Reinstated  
 David W Jones New member  
 Richard C Minor New member  
 Toni V Richardson New member  
 David E Tucker Reinstated

**DSL**

James Abrams New member  
 Waynette Adamou New member  
 Jessica Askew New member  
 Carl Brown New member  
 Angela Buzbee New member  
 Shannon Cameron New member  
 Mia Dansby New member  
 Charlotte Engeseth New member  
 Christopher Grubbs New member  
 Shantrea Harper New member  
 Shannon Harris New member  
 Porsha Hatcher New member  
 LaShawn Howell New member  
 Quinton Little New member  
 Joseph Nettleman New member  
 Joseph Oliver New member  
 Terita Patterson New member  
 Lakitris Perry New member  
 Jonathan Russell New member  
 Donetta Stephens New member  
 Nancy Suyak New member  
 Carlise Tyler New member  
 Tiffany Williams New member

**LEGACY T**

Lorna Kennebrew New member





**WINNERS FOR MEMBERSHIP MEETING  
APRIL 2010**

**\$100 - William Connor**

**T-SHIRTS**

Blenver Gentry, Terry Davis, Betty Smith,  
Lori Archer, Barbara Youngblood,  
Cheryl Ellison, Andrell Hubbard,  
Cathy Green, Ronald Reese  
and Rosie Dunbar

**WINNERS FOR MEMBERSHIP MEETING  
MAY 2010**

**\$100 - Clifford Perry**

**T-SHIRTS**

Celia Jones, Josh Callins,  
Debbie Humphries, Bull Connor,  
Kevin Daly, Reggie Grover, Melanie  
Edwards, Debora Lawson  
and 2 not claimed

**WINNERS FOR MEMBERSHIP MEETING  
JUNE 2010**

**\$50.00-Kevin Daly and  
\$50.00-Jerry Higginbotham**

**T-SHIRTS**

Louise White, Bull Connor, Sheila Page-Bey,  
Sheila Hampton, Robert Gann, Janet  
Yarbrough, Lane Moxley, Tony Moxley,  
Gwen Howard and Phillip Henderson.

**CORRECTIONS FROM THE  
APRIL TRANSMITTER:**

**SYMPATHY**

**DIANE JOHNSON AGEE (SISTER)  
CORRECT NAME:  
DIANE JOHNSON**

**AND**

**T-SHIRTS**

**MELANIE EDWARD  
CORRECT NAME:  
MELANIE EDWARDS**

**WE APOLOGIZE FOR ANY  
INCONVENIENCE THIS  
MAY HAVE CAUSED.**



The officers and members of CWA Local 3902 would like to extend our heartfelt sympathy to these Brothers and Sisters who have lost loved ones.

- Jame Smith . . . . . Grandmother
- Janeen Tressillian . . . . . Grandmother
- Paula Adams . . . . . Mother
- Dun Eddings (Ret. Mem) . . . . .Father
- Clayton Williams . . . . . Retired Member
- Steve Monk . . . . . Mother
- Cheryl Williams . . . . . Grandmother
- Angela Smith . . . . . Father
- Carrie Bailey . . . . . Sister
- Selesta Rollins-Walls . . Retired Member
- Clarice Davis (Ret. Mem) .Mother-in-law
- Beverly Sessions . . . . . Grandmother
- Debbie Humphries (Ret. Mem) Mother
- Marlana Martin . . . . . Father
- Margaret Martin (Ret. Mem) . Husband
- Carol Y. Smith . . . . . Retired Member
- Donna Poore . . . . . Grandmother
- Paula Adams . . . . . Mother
- Mary E. Fields . . . . . Retired Member
- Cheryl Hicks (Ret. Mem) . . . . . Father
- Kim Cox . . . . . Mother
- Gwen Howard . . . . . Sister



If you are a retiree and not on Medicare, you are age eligible for the new Health Reimbursement Account (HRAA). You should have received a letter from SHPS, notifying you of your eligibility. If you did not receive a letter and you are not on Medicare you should call SHPS at 1-800-283-3211, to find out your eligibility.

If you are a Retired AT&T employee, to get information on eligibility on

AT&T employee discounts and offers, Wells Fargo will provide eligibility counseling on AT&T products and services. This service is being provided to support retiree questions on what employee discounts they are eligible to participate in and where to go to secure the discount on their AT&T products and services. The email is [attireediscounts@wellsfargois.com](mailto:attireediscounts@wellsfargois.com) or phone 888-251-0645.

Come join us at our next retiree meeting on the 4th Tuesday in July at 11:00 am at the Local Union Hall, 210 Summit Pkwy.

At our August meeting, August 24th, we will have a great speaker, Mr. Evan Price from Stern Agee and Leach office. He will have lunch catered for us.

In Unity,  
Louise White, RMC

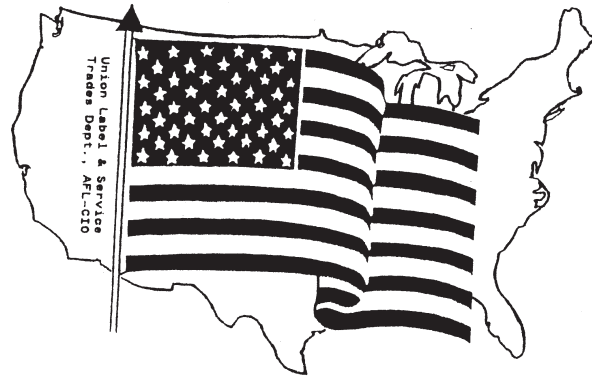


**RETIREES**

- Jerry Chandler
- Merle Clement
- Cindy Gray
- Mary Haynes
- Benjamin P. Hays
- Sandra Lucas
- Paul Lucas
- Charlie Rivers
- Herbert S. Smith
- Daniel Steve Yarbrough
- Patricia Lockhart
- Michael Sloan
- Cheryl Hicks



**"We missed you at the membership meeting!!!"**



**Emergency Contact:  
205-948-3924**

**Regular Monthly Membership Meeting**

**July 27, 2010**

**Time: 7:00 P.M.**

**PLACE: Local Union Meeting Hall  
210 Summit Parkway**

**DEPARTMENTAL MEETINGS**

**AT&T / AVAYA**  
July 27, 2010 - 6:00 P.M.

**BAPCO**  
July 27, 2010 - 6:00 P.M.

**CINGULAR**  
July 27, 2010 - 6:00 P.M.

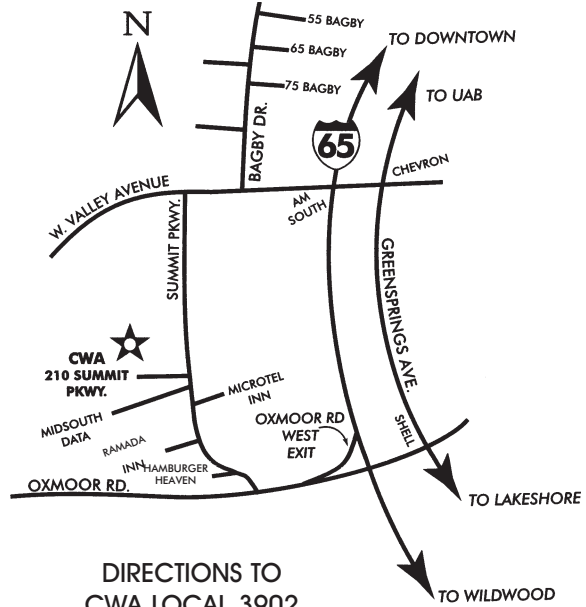
**CONSUMER/FIN./SM. BUS./BBI**  
July 27, 2010 - 6:00 P.M.

**INTERCONNECT/PUBLIC/OPR. SVC./ SECURITY**  
July 27, 2010 - 6:00 P.M.

**NETWORK/BCS/UTILITY**  
July 27, 2010 - 6:00 P.M.

**RETIREES**  
July 27, 2010 - 11:00 A.M.

\*Regular meetings are subject to date and/or time changes. Special meetings may be called. Be sure to check your bulletin boards.



**DIRECTIONS TO  
CWA LOCAL 3902  
210 SUMMIT PARKWAY  
BIRMINGHAM, AL 35209**

**Your Presence at the July Meeting is Requested.  
Please Join Us for Your Chance to Win  
\$100 or 1 of 10 T-Shirts!**

**THE TRANSMITTER**  
210 Summit Parkway  
BIRMINGHAM, ALABAMA 35209  
(205) 945-1979  
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*I'm Proud  
To Be Union!*